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## Talk To Your Neighbor

- What makes sense to you?
- Is there anything you hadn't thought of in understanding a Rtl system?

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## What is a coach?



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## Presuppositions of a Coach

- People are not broken & do not need to be fixed
- People have all the resources they need



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## Coaching

- Honors the client as the expert
- Happens after initial training
- Trained in coaching skills
- Confidential/non-evaluative




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## Consulting / Mentoring



- Has previous experience & knowledge
- Hired to teach
- Possible hierarchy

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## The Coaching Conversation



- Develop goal/vision
- Address challenges
- Celebrate & assess progress

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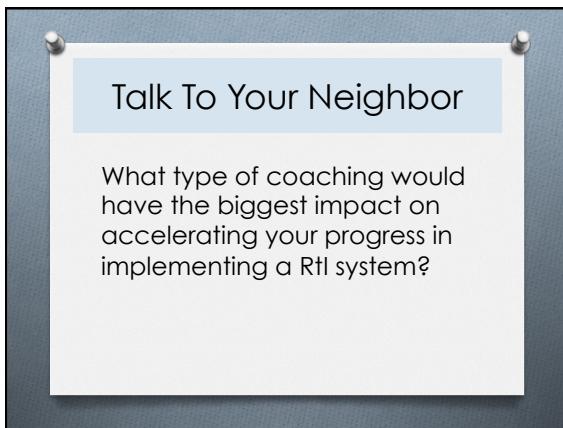
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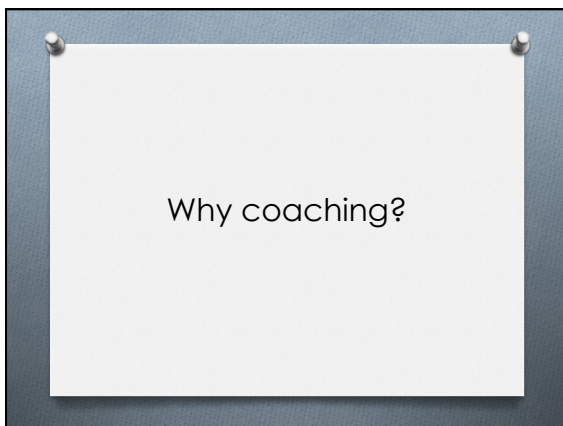
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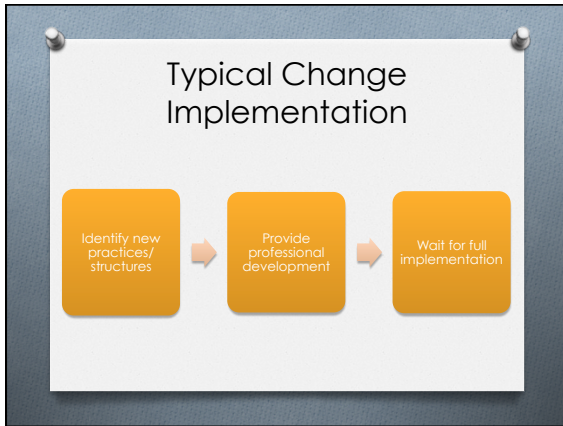
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Impact on Teachers Training Component	Understand	Learn Skills	Apply Skills
Presentation of Theory	85%	15%	5-10%
Modeling	85%	18%	5-10%
Practice & Feedback	85%	80%	10-15%
Coaching Feedback & Peer Visits	85%	90%	80-90%

Joyce & Showers, 1995

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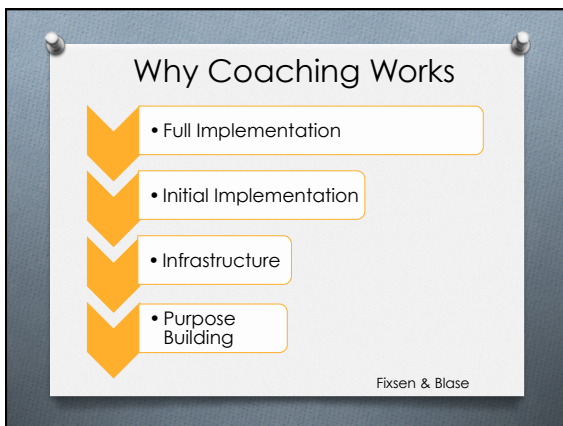
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## Return on Investment

- Improved
  - Relationships (77%)
  - Teamwork (67%)
- Increased
  - Job satisfaction (61%)
  - Productivity (53%)




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## Talk To Your Neighbor

Using the handout, determine your readiness and progress in implementing a coaching model.

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## Key points

- Coaching is based on a growth mindset
- Goal >>Overcome obstacles>>Success
- Coaching accelerates change
- Different roles for different types of coaches

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